

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Disability Equality Standard (WDES) 2023

To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider, please contact:
EqualityandInclusion@oxfordhealth.nhs.uk

The NHS **Workforce Disability Equality Standard** was introduced in 2019 and is designed to improve the workplace experience and career opportunities for Disabled people working or seeking employment in the NHS.

The WDES is a series of evidence-based metrics that provide us with a snapshot of the experiences of our Disabled colleagues.

By providing comparative data between Disabled and Non-Disabled staff, this information can be used to understand where key differences lie and will provide the basis for the development of action plans, enabling us to track progress year on year.

- 1 = Metric 1**
- 2 = Metric 2**
- 3 = Metric 3**
- 4 = Metric 4**
- 5 = Metric 5**
- 6 = Metric 6**
- 7 = Metric 7**
- 8 = Metric 8**
- 9 = Metric 9**
- 10 = Metric 10**

Metric 1
 Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

Metric 2
 Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

Metric 3
 Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

Metric 4

- a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
 - i) Patients, their relatives or other members of the public
 - ii) Managers
 - iii) Other colleagues
- b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

Metric 5
 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

Metric 6
 Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

Metric 7
 Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

Metric 8
 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Metric 9

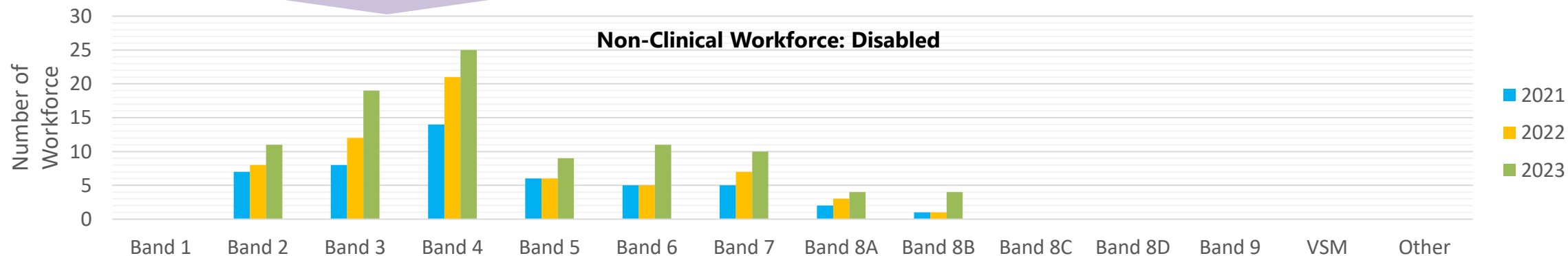
- a) The staff engagement score for Disabled staff, compared to non-disabled staff.
- b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

Metric 10
 Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:

- By voting membership of the Board.
- By Executive membership of the Board.

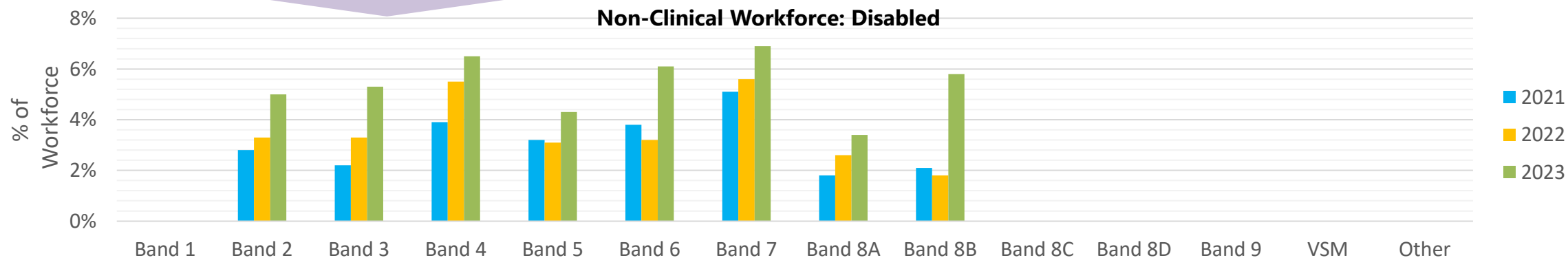
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Non Clinical Workforce	Disabled 2021	Disabled 2022	Disabled 2023	Non-Disabled 2021	Non-Disabled 2022	Non-Disabled 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	0	0	0	5	1	1	1	0	0
Band 2	7	8	11	177	177	154	67	58	53
Band 3	8	12	19	290	299	290	62	54	50
Band 4	14	21	25	309	322	330	36	38	29
Band 5	6	6	9	165	171	187	15	18	15
Band 6	5	5	11	108	131	149	18	18	19
Band 7	5	7	10	80	101	119	13	17	16
Band 8a	2	3	4	89	92	93	19	21	19
Band 8b	1	1	4	37	43	53	10	11	12
Band 8c	0	0	0	32	39	34	4	5	4
Band 8d	0	0	0	7	7	13	4	3	3
Band 9	0	0	0	1	4	5	0	0	1
VSM	0	0	0	8	9	9	5	7	2
Other	0	0	0	5	0	0	4	0	0



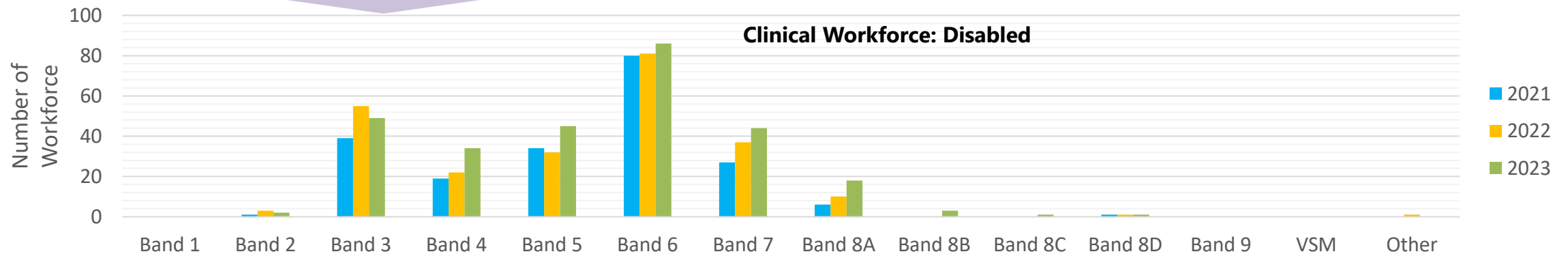
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Non Clinical Workforce	Disabled 2021	Disabled 2022	Disabled 2023	Non-Disabled 2021	Non-Disabled 2022	Non-Disabled 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	0.0%	0.0%	0.0%	83.3%	100.0%	100.0%	16.7%	0.0%	0.0%
Band 2	2.8%	3.3%	5.0%	70.5%	72.8%	70.6%	26.7%	23.9%	24.3%
Band 3	2.2%	3.3%	5.3%	80.6%	81.9%	80.8%	17.2%	14.8%	13.9%
Band 4	3.9%	5.5%	6.5%	86.1%	84.5%	85.9%	10.0%	10.0%	7.6%
Band 5	3.2%	3.1%	4.3%	88.7%	87.7%	88.6%	8.1%	9.2%	7.1%
Band 6	3.8%	3.2%	6.1%	82.4%	85.1%	83.2%	13.7%	11.7%	10.6%
Band 7	5.1%	5.6%	6.9%	81.6%	80.8%	82.1%	13.3%	13.6%	11.0%
Band 8a	1.8%	2.6%	3.4%	80.9%	79.3%	80.2%	17.3%	18.1%	16.4%
Band 8b	2.1%	1.8%	5.8%	77.1%	78.2%	76.8%	20.8%	20.0%	17.4%
Band 8c	0.0%	0.0%	0.0%	88.9%	88.6%	89.5%	11.1%	11.4%	10.5%
Band 8d	0.0%	0.0%	0.0%	63.6%	70.0%	81.3%	36.4%	30.0%	18.8%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	83.3%	0.0%	0.0%	16.7%
VSM	0.0%	0.0%	0.0%	61.5%	56.3%	81.8%	38.5%	43.8%	18.2%
Other	0.0%	-	-	55.6%	-	-	44.4%	-	-



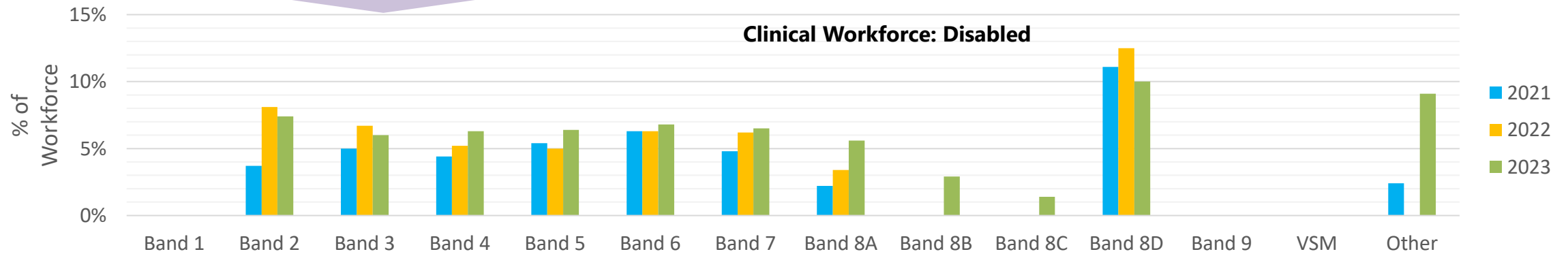
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Clinical Workforce	Disabled 2021	Disabled 2022	Disabled 2023	Non-Disabled 2021	Non-Disabled 2022	Non-Disabled 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	0	0	0	0	0	0	0	0	0
Band 2	1	3	2	21	31	23	5	3	2
Band 3	39	55	49	634	672	705	111	97	67
Band 4	19	22	34	371	361	457	46	42	50
Band 5	34	32	45	501	525	556	90	88	102
Band 6	80	81	86	933	983	957	255	219	228
Band 7	27	37	44	443	491	573	87	72	63
Band 8a	6	10	18	234	257	272	31	30	29
Band 8b	0	0	3	60	72	86	22	20	15
Band 8c	0	0	1	56	58	60	7	7	8
Band 8d	1	1	1	7	5	7	1	2	2
Band 9	0	0	0	2	2	2	0	0	0
VSM	0	0	0	1	3	3	1	1	0
Other	1	0	1	17	1	5	24	11	5



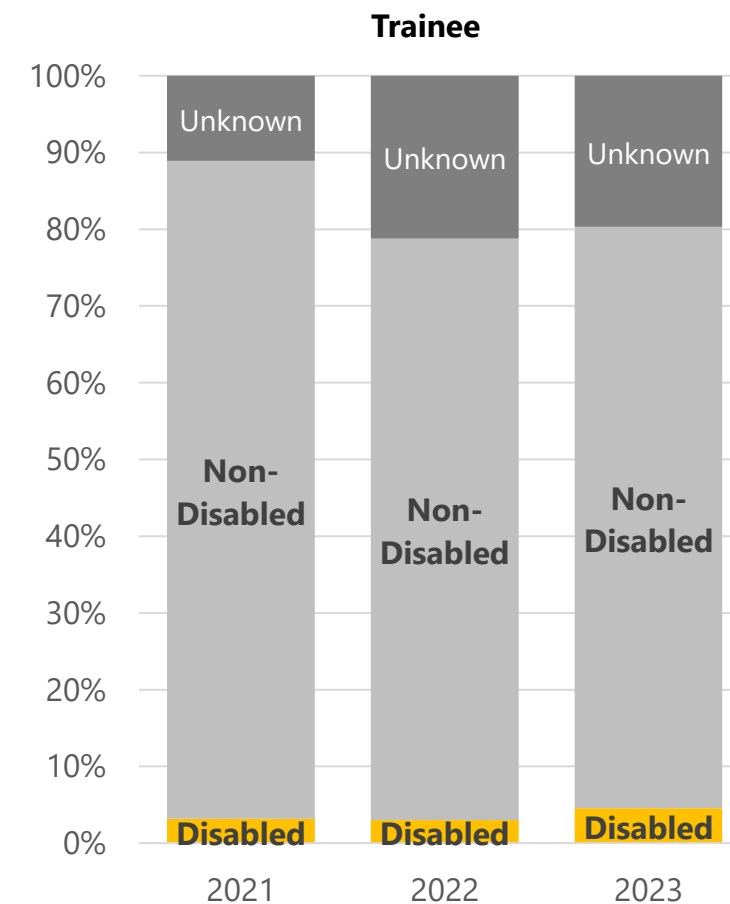
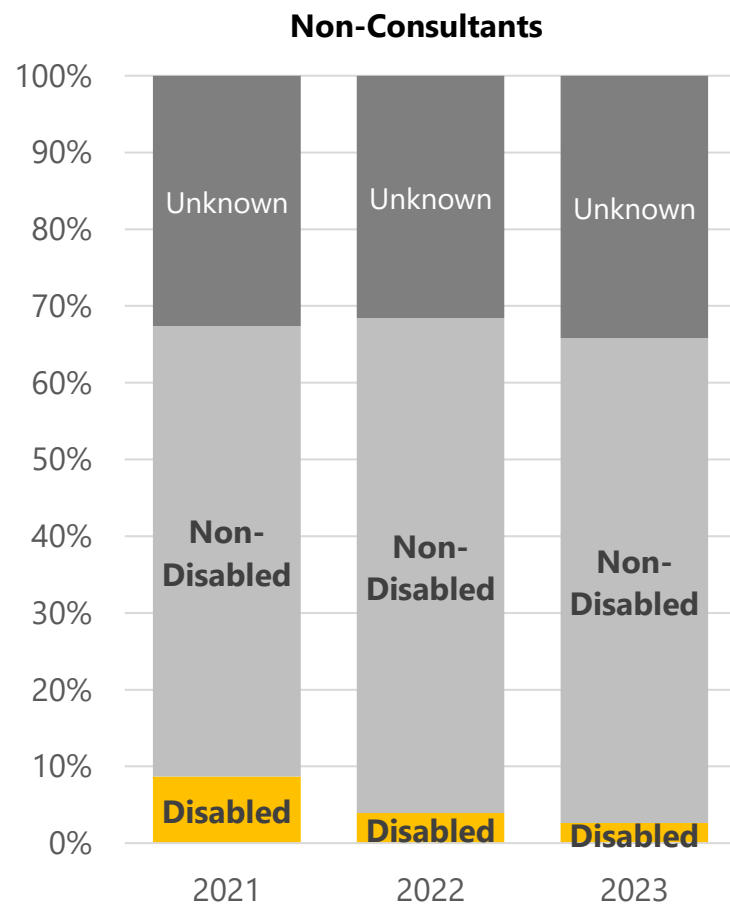
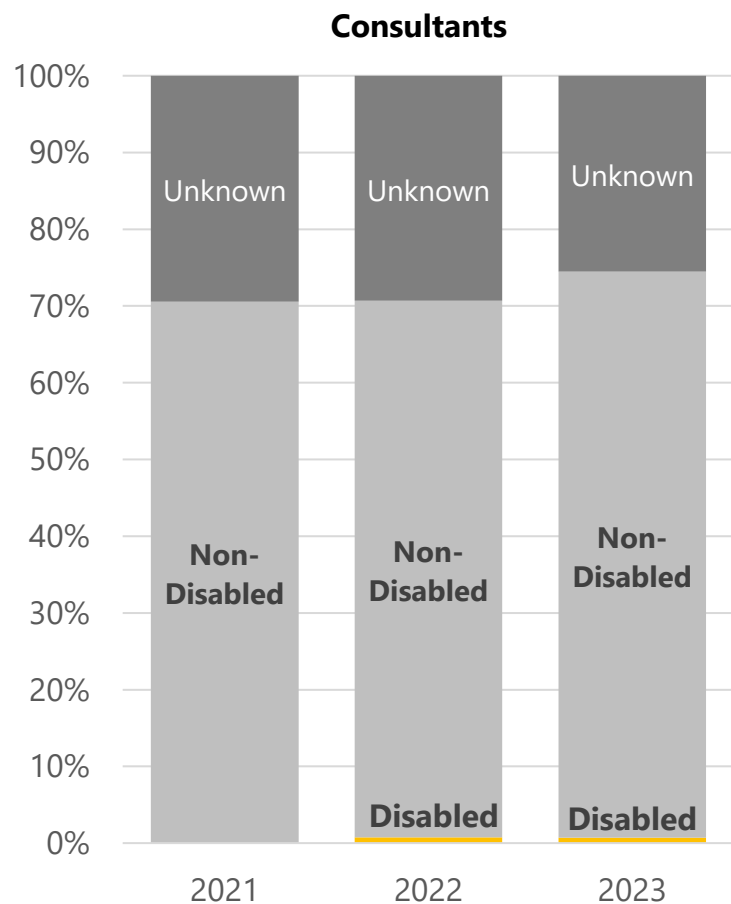
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Clinical Workforce	Disabled 2021	Disabled 2022	Disabled 2023	Non-Disabled 2021	Non-Disabled 2022	Non-Disabled 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	-	-	-	-	-	-	-	-	-
Band 2	3.7%	8.1%	7.4%	77.8%	83.8%	85.2%	18.5%	8.1%	7.4%
Band 3	5.0%	6.7%	6.0%	80.9%	81.6%	85.9%	14.2%	11.8%	8.2%
Band 4	4.4%	5.2%	6.3%	85.1%	84.9%	84.5%	10.6%	9.9%	9.2%
Band 5	5.4%	5.0%	6.4%	80.2%	81.4%	79.1%	14.4%	13.6%	14.5%
Band 6	6.3%	6.3%	6.8%	73.6%	76.6%	75.3%	20.1%	17.1%	17.9%
Band 7	4.8%	6.2%	6.5%	79.5%	81.8%	84.3%	15.6%	12.0%	9.3%
Band 8a	2.2%	3.4%	5.6%	86.3%	86.5%	85.3%	11.4%	10.1%	9.1%
Band 8b	0.0%	0.0%	2.9%	73.2%	78.3%	82.7%	26.8%	21.7%	14.4%
Band 8c	0.0%	0.0%	1.4%	88.9%	89.2%	87.0%	11.1%	10.8%	11.6%
Band 8d	11.1%	12.5%	10.0%	77.8%	62.5%	70.0%	11.1%	25.0%	20.0%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.0%	0.0%	50.0%	75.0%	100.0%	50.0%	25.0%	0.0%
Other	2.4%	0.0%	9.1%	40.5%	8.3%	45.5%	57.1%	91.7%	45.5%



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	Disabled			Non-Disabled			Disability Unknown or Null		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Consultant	0	1	1	91	93	104	38	39	36
Non-consultant	4	3	2	27	49	48	15	24	26
Trainee	2	2	3	54	50	50	7	14	13



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Electronic Staff Record

Disclosure rates for disability are very low with only 5.8% declaring a disability. The disability status of 13.1% of the workforce is unknown.

2

It should be noted that the ESR (Electronic Staff Record) isn't routinely updated and is dependable on the individual logging in to update their details.

3

Also, the disability status may change in the course of employment, therefore fully accurate data even for those declaring (as disabled or non-disabled) is unlikely.

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Staff Survey

Disclosure rates for disability are higher in the staff survey with 24.4% of staff declaring a disability. The disability status of 0.005% of the workforce remains unknown.

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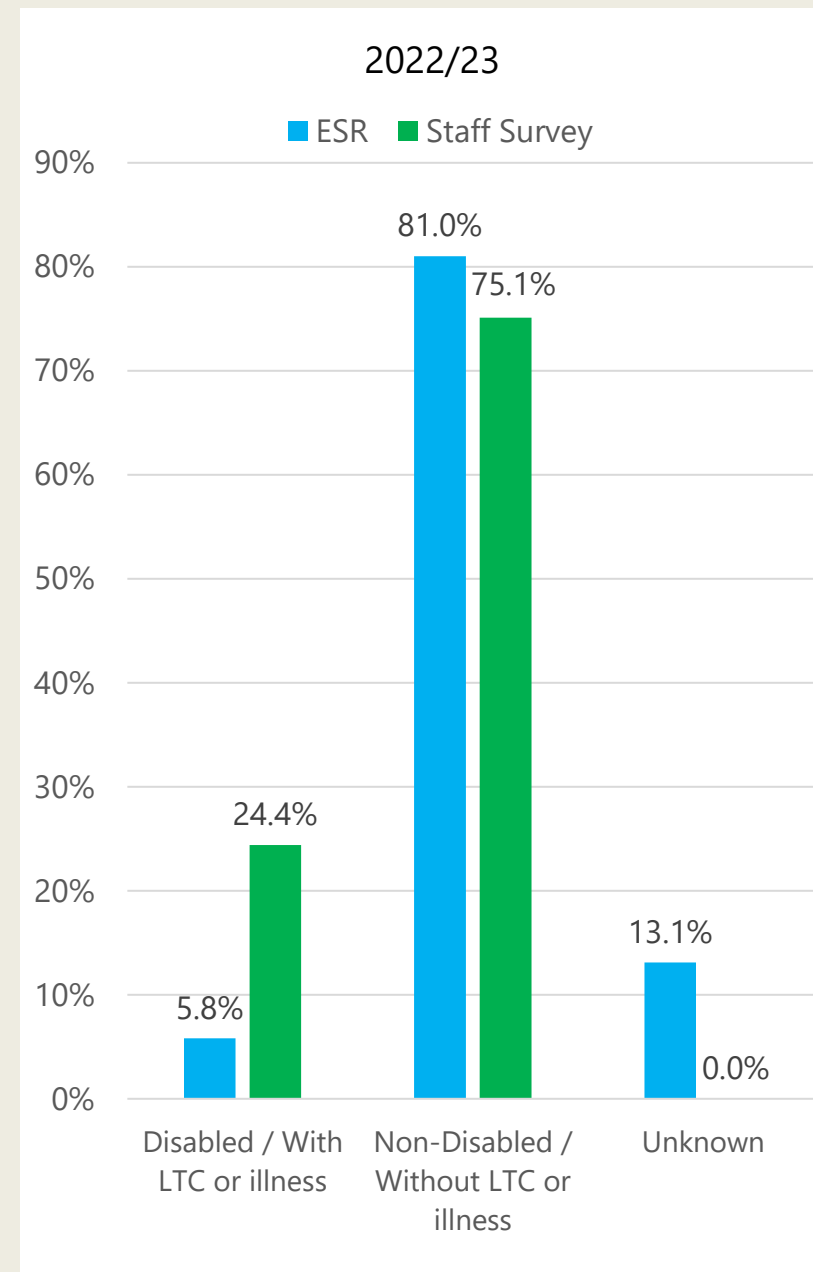
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	Electronic Staff Record (ESR)		Staff Survey	
	2021/22	2022/23	2021/22	2022/23
Disabled / Staff with LTC or illness	310 (4.9%)	383 (5.8%)	789 (23.9%)	799 (24.4%)
Non-Disabled / Staff without LTC or illness	5049 (80.4%)	5345 (81.0%)	2390 (72.4%)	2462 (75.1%)
Unknown	919 (14.6%) ↓	869 (13.1%) ↓	121 (3.7%) ↓	18 (0.005%) ↓
TOTAL	6278	6597	3300	3279

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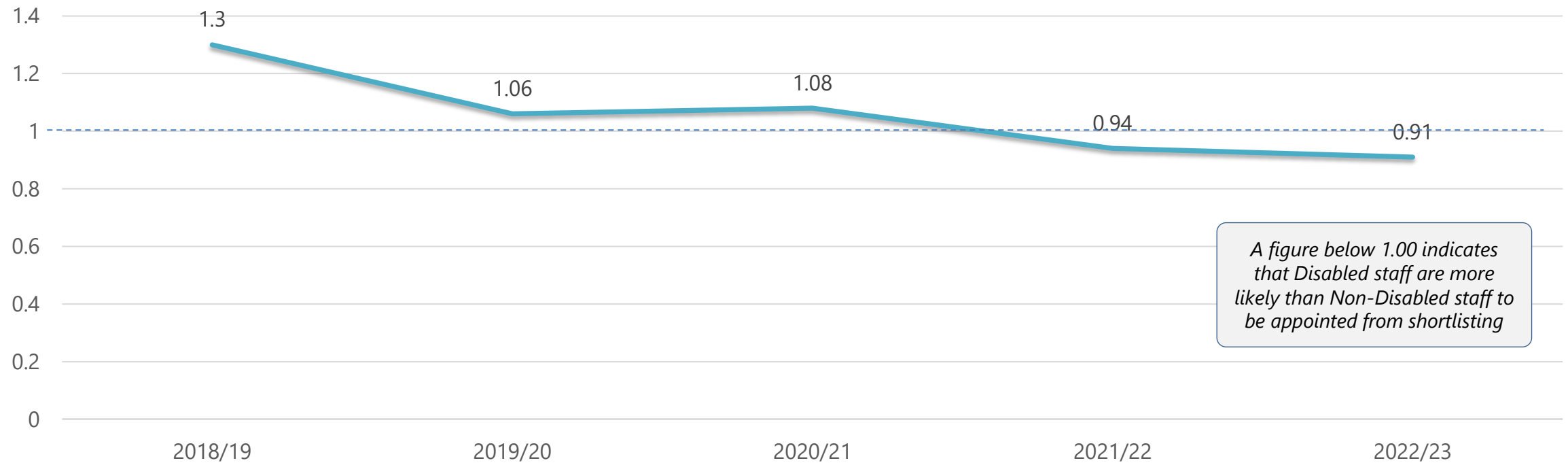
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Relative likelihood of non-disabled staff being **appointed from shortlisting** compared to disabled staff
 A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting

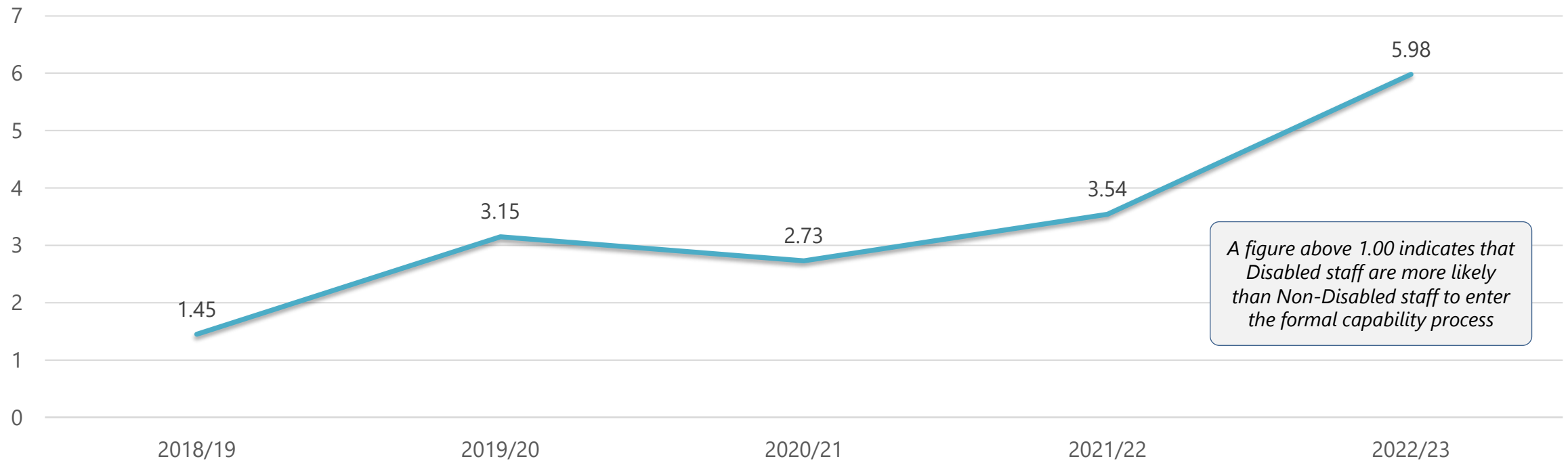
2018/19	2019/20	2020/21	2021/22	2022/23
1.30 times more likely	1.06 times more likely	1.08 times more likely	0.94 times more likely	0.91 times more likely
-	-0.24	+0.02	-0.14	-0.03



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Relative likelihood of disabled staff entering into **formal capability process** compared to non-disabled staff
 A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process

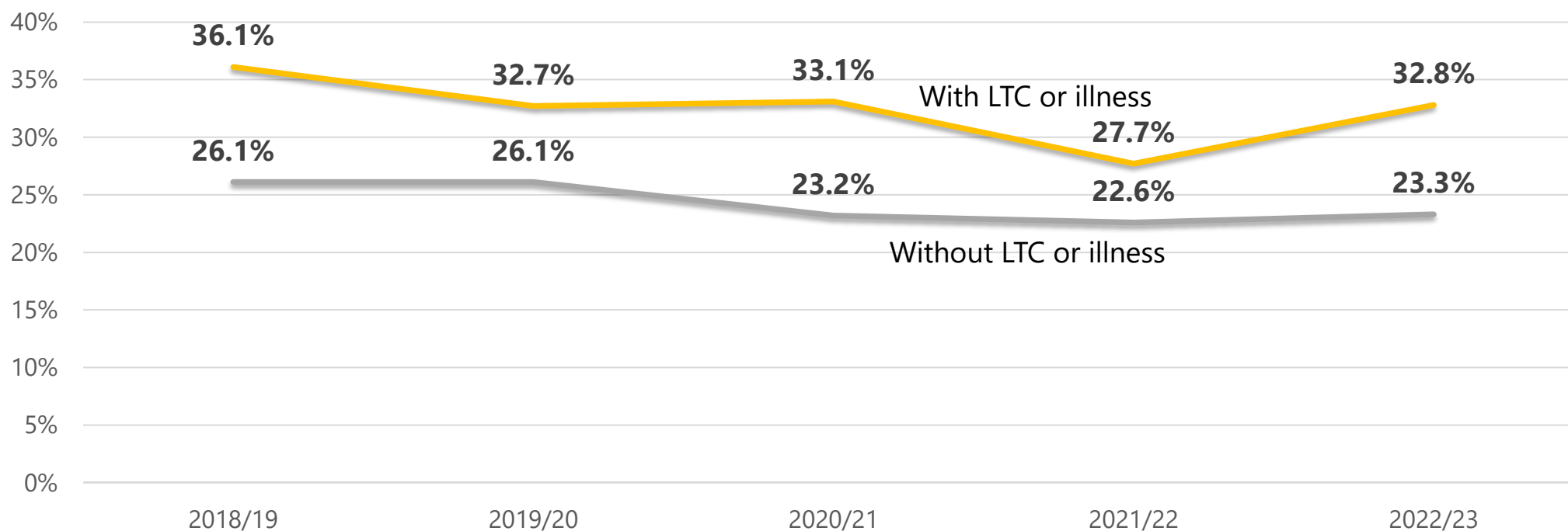
2018/19	2019/20	2020/21	2021/22	2022/23
1.45 times more likely	3.15 times more likely	2.73 times more likely	3.54 times more likely	5.98 times more likely
-	+1.70	-0.42	+0.81	+2.44



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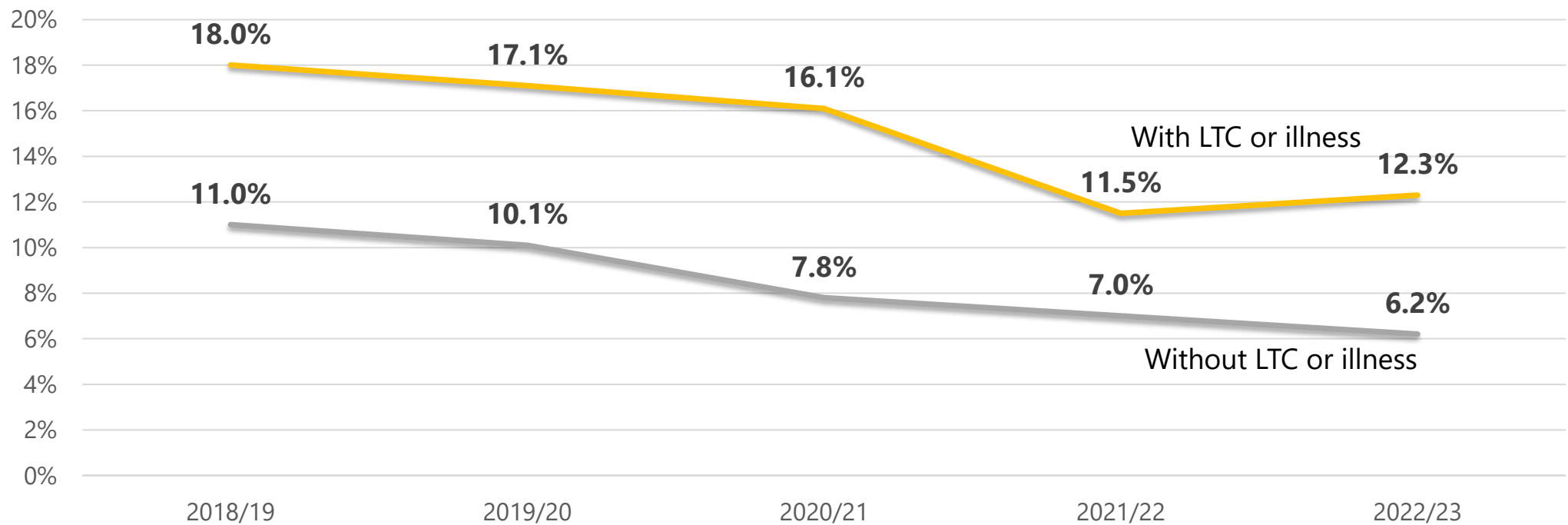
Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Patients/service users, their relatives or other members of the public

	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	36.1% -	32.7% (-3.4%)	33.1% (+0.4%)	27.7% (-5.4%)	32.8% (+5.1%)
Staff without LTC or illness	26.1% -	26.1% (0%)	23.2% (-2.9%)	22.6% (-0.6%)	23.3% (+0.7%)



Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Managers

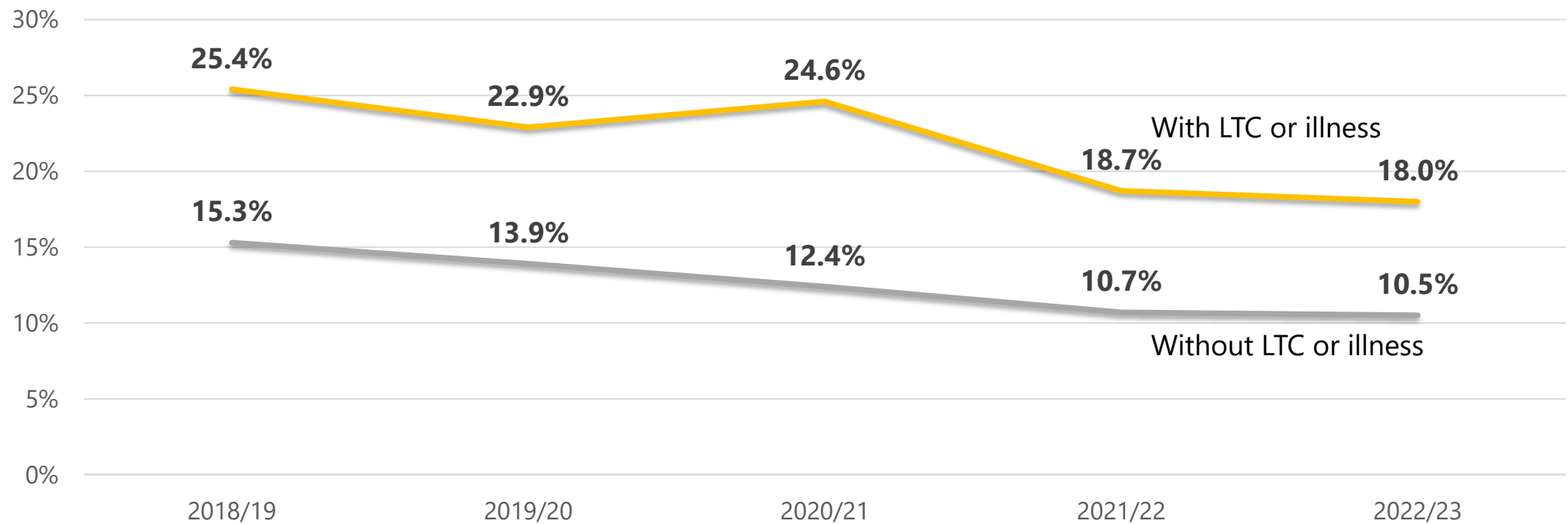
	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	18.0% -	17.1% (-0.9%)	16.1% (-1.0%)	11.5% (-4.6%)	12.3% (+0.8%)
Staff without LTC or illness	11.0% -	10.1% (-0.9%)	7.8% (-2.3%)	7.0% (-0.8%)	6.2% (-0.8%)



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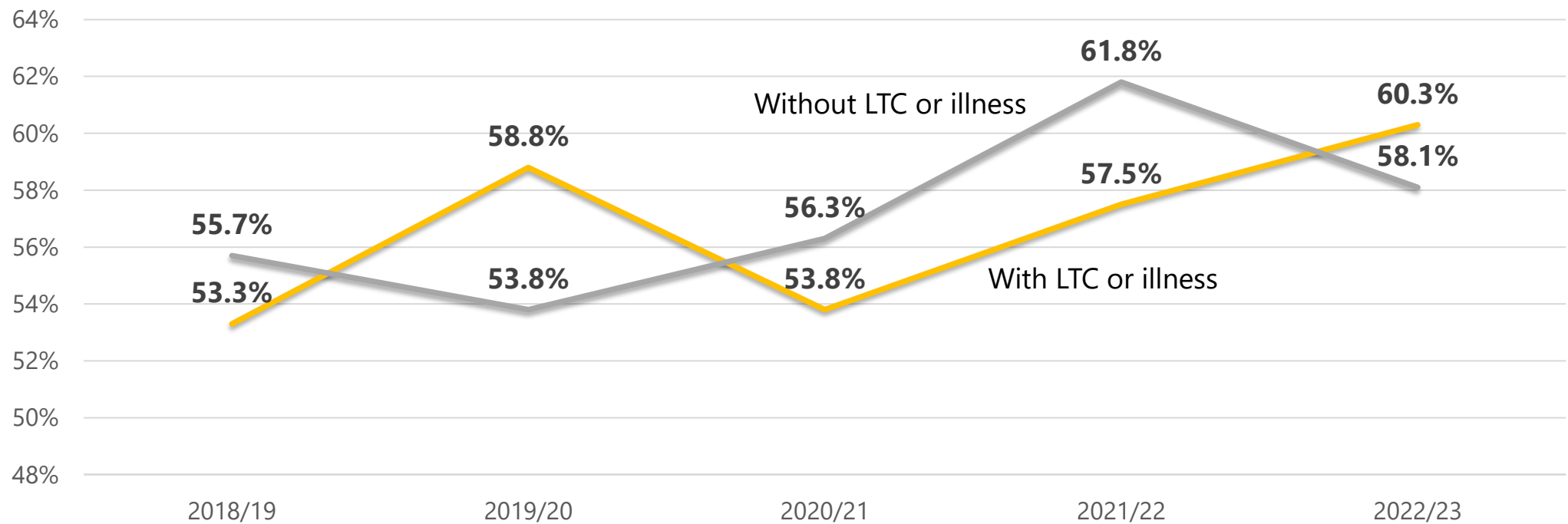
Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from other Colleagues

	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	25.4% -	22.9% (-2.5%)	24.6% (+1.7%)	18.7% (-5.9%)	18.0% (-0.7%)
Staff without LTC or illness	15.3% -	13.9% (-1.4%)	12.4% (-1.5%)	10.7% (-1.7%)	10.5% (-0.2%)



Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, **they or a colleague reported it**

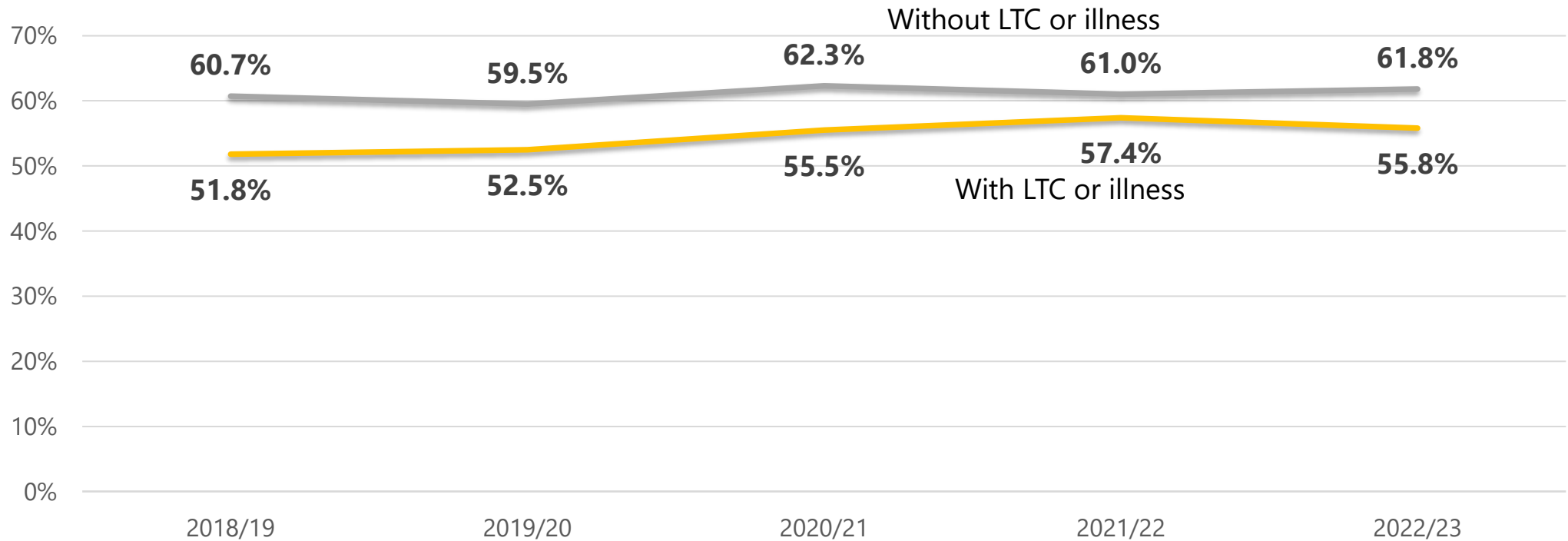
	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	53.3% -	58.8% (+5.5%)	53.8% (-5.0%)	57.5% (+3.7%)	60.3% (+2.8%)
Staff without LTC or illness	55.7% -	53.8% (-1.9%)	56.3% (+2.5%)	61.8% (+5.5%)	58.1% (-3.7%)



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Percentage of staff who believe that their organisation provides **equal opportunities** for career progression or promotion

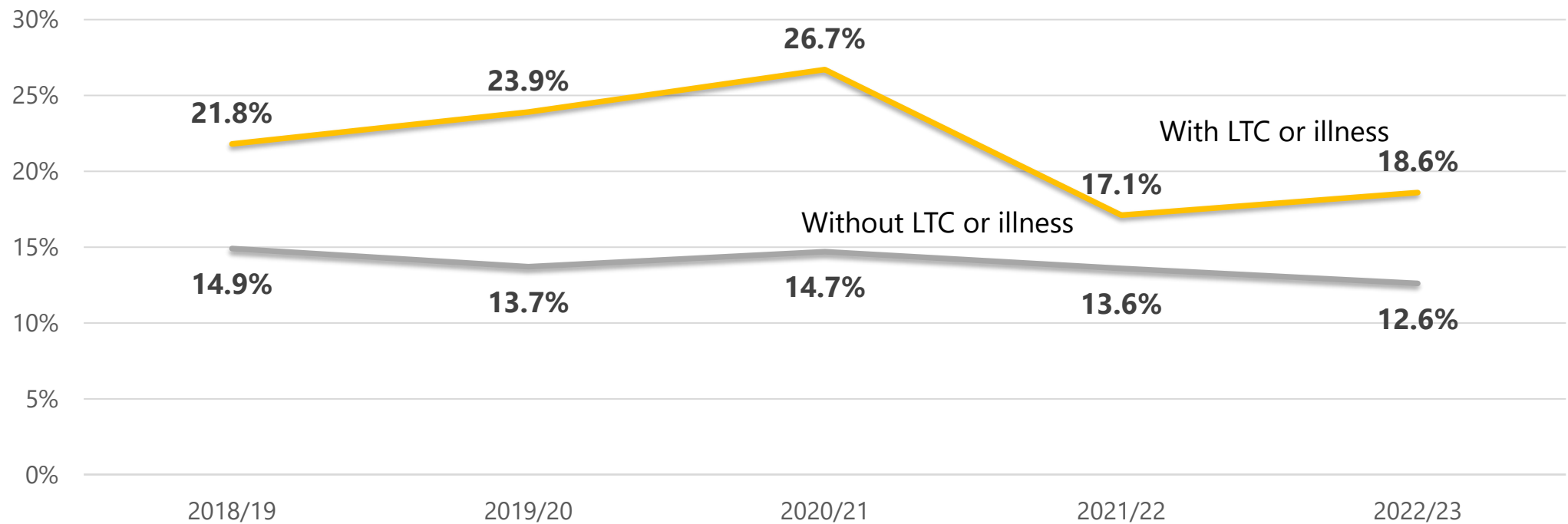
	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	51.8% -	52.5% (+0.7%)	55.5% (+3.0%)	57.4% (+1.9%)	55.8% (-1.6%)
Staff without LTC or illness	60.7% -	59.5% (-1.2%)	62.3% (+2.8)	61.0% (-1.3%)	61.8% (+0.8%)



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Percentage of staff who have **felt pressure from their manager to come to work**, despite not feeling well enough to perform their duties

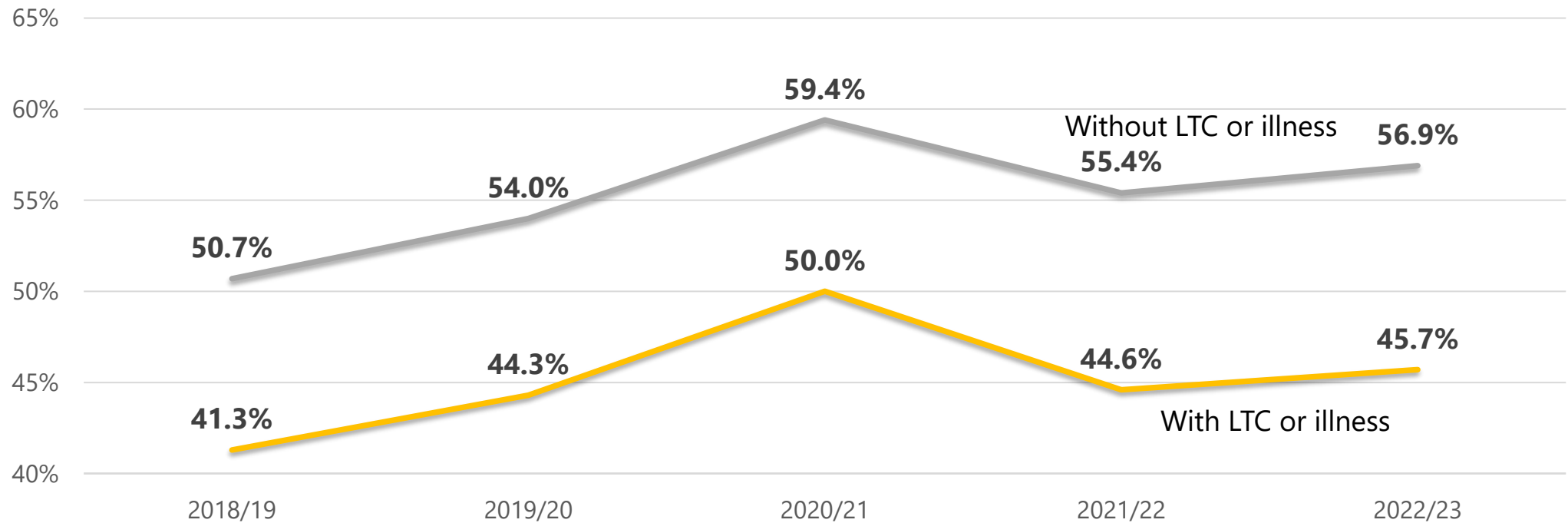
	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	21.8% -	23.9% (+2.1%)	26.7% (+2.8%)	17.1% (-9.6%)	18.6% (+1.5%)
Staff without LTC or illness	14.9% -	13.7% (-1.2%)	14.7% (+1.0%)	13.6% (-1.1%)	12.6% (-1.0%)



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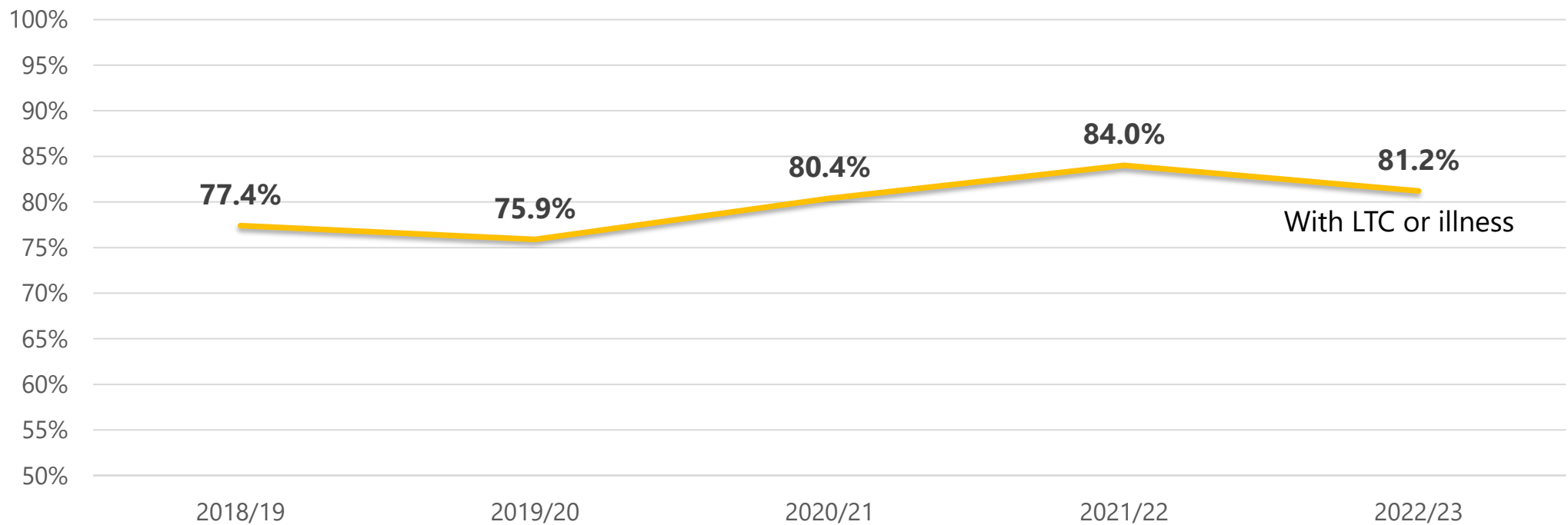
Percentage of staff satisfied with the extent to which the **organisation values** their work

	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	41.3% -	44.3% (+3.0%)	50.0% (+5.7%)	44.6% (-5.4%)	45.7% (+1.1%)
Staff without LTC or illness	50.7% -	54.0% (+3.3%)	59.4% (+5.4%)	55.4% (-4.0%)	56.9% (+1.5%)



Percentage of staff with a long lasting health condition or illness saying that their employer has made **adequate adjustment(s)** to enable them to carry out their work

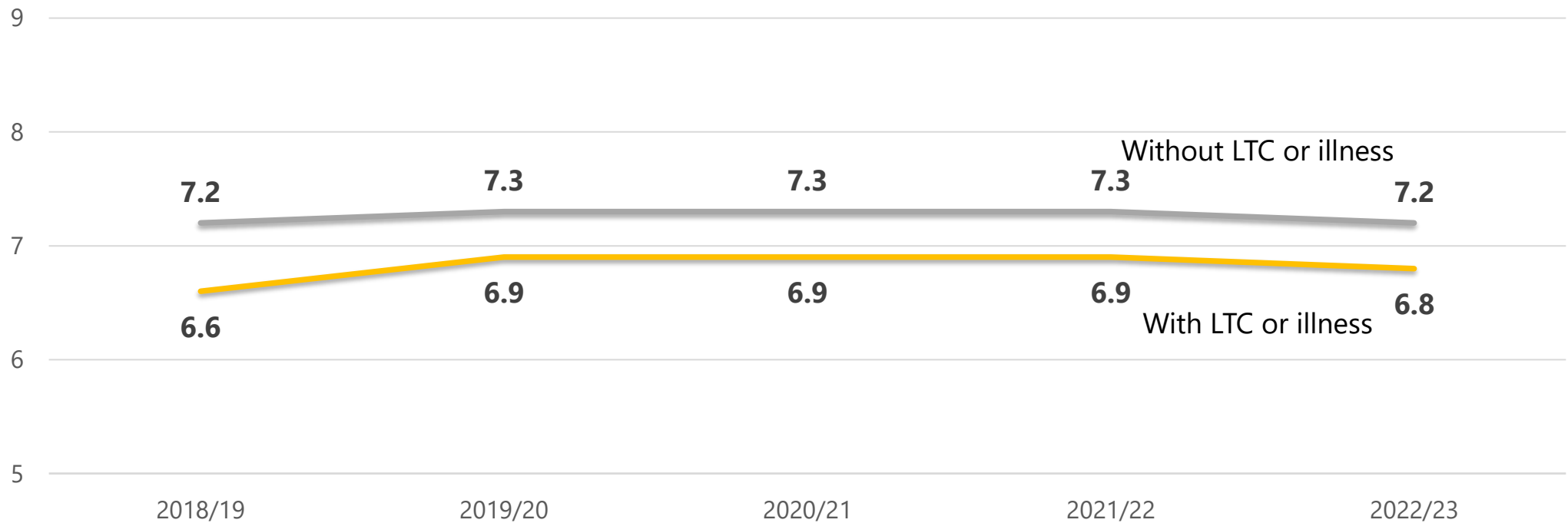
	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	77.4% -	75.9% (-1.5%)	80.4% (+4.5%)	84.0% (+3.6%)	81.2% (-2.8%)



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Staff engagement score (0-10)

	2018/19	2019/20	2020/21	2021/22	2022/23
Staff with LTC or illness	6.6 -	6.9 (+0.3)	6.9 (0%)	6.9 (0%)	6.8 (-0.1%)
Staff without LTC or illness	7.2 -	7.3 (+0.1)	7.3 (0%)	7.3 (0%)	7.2 (-0.1%)



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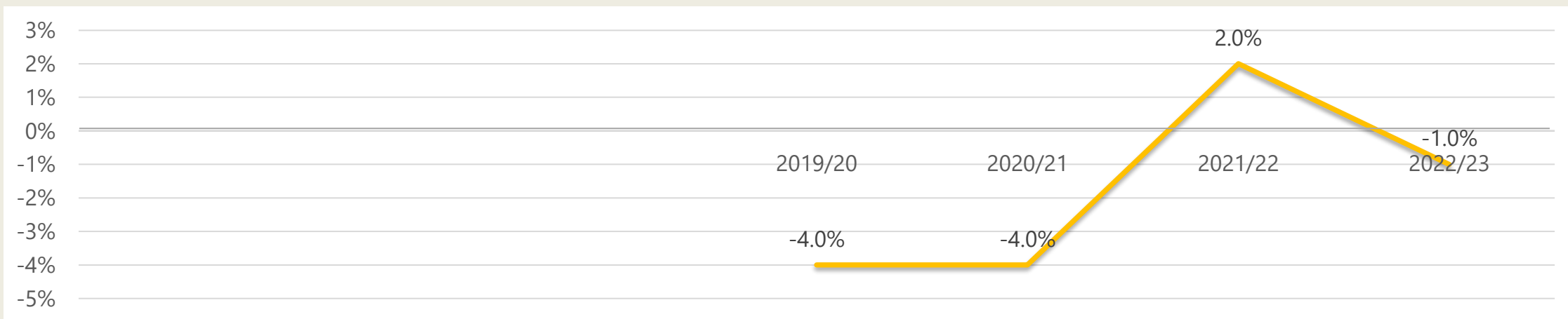
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Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by voting membership of the Board & by Executive membership of the Board

	2019/20	2020/21	2021/22	2022/23
Percentage difference between the organisation’s Board membership and its overall workforce (Disability representation)	-4%	-4%	2%	-1%
Percentage of disabled members on the Board	0%	0%	7%	5%
Percentage of disabled staff in Overall Workforce	4%	4%	5%	6%



Disability Equality Work Programme Group

	QI PROJECT 1	QI PROJECT 2	QI PROJECT 3
Title	Increasing workforce diversity	De-biasing the capability process	Improving equal opportunities in career development and progression
WDES Indicator	<p>Metric 1 - Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce</p> <p>Metric 2 - Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts</p>	<p>Metric 3 - Relative likelihood of disabled staff entering the formal capability process, as measured by entry into a formal capability investigation</p>	<p>Metric 5 - Percentage of disabled staff believing the trust provides equal career opportunities for career progression or promotion</p>
Aim (What are we trying to accomplish)	To improve the diversity of the workforce by increasing the representation of disabled staff to at least 21% (working age disabled adults in the UK) by 2027	To reduce the disproportionately high % of disabled staff entering the formal capability process (3.54) to at least the national average of 1.94 by 2025	To increase the perception and experience of disabled staff that the trust provides equal opportunities for career progression or promotion to least the national average of 78.4% by 2025
Rationale	<ul style="list-style-type: none"> 5.0% of the Trust’s workforce has a disability – higher than the national average of 3.7%, but far lower than the national percentage of disabled adults of working age at 21% 19% of people in the South-East have a disability 24% of people in the South-West have a disability More work is required to ensure our workforce is representative of the diverse populations we serve 	<ul style="list-style-type: none"> The trust has one of the highest relative likelihoods for this metric at 3.54 The relative likelihood for this metric has fluctuated over the years, but has remained consistently high at between 2 to 3 times the relative likelihood 	<ul style="list-style-type: none"> The WDES 2021/22 shows that 61% of non-disabled staff and 57.4% of disabled staff believe that the trust provides equal opportunities for career progression or promotion The % for non-disabled staff has consistently remained above 60% and around 55% for disabled staff The Trust % for this metric is more than 20% lower than the national average

N.B. Any reference to ‘disability’ includes all the diverse range of disabilities protected in law: (i) Physical/Mobility disabilities; (ii) Sensory disabilities (Visual and Hearing impairment); (iii) Communication disabilities; (iv) Learning disabilities; (v) Mental health; (vi) Hidden/Non-visible disabilities. The ‘Change Ideas’ illustrated in the respective Driver Diagrams throughout this work programme can be applied to one or more, or all, of these different types of disabilities.